



LEROY D. BACA, SHERIFF

**County of Los Angeles**  
**Sheriff's Department Headquarters**  
**4700 Ramona Boulevard**  
**Monterey Park, California 91754-2169**



June 2, 2006

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

Dear Supervisors:

**MONTHLY UPDATE RE: WORKING GROUP TO EVALUATE THE SHERIFF'S  
DEPARTMENT'S RECRUITMENT PROCESS**

On February 21, 2006, your Board adopted a motion requesting the Sheriff and the Chief Administrative Officer (CAO) to establish a working group to address the Sheriff's retention and recruitment issues. Your Board requested that monthly updates be provided with the work completed within nine months.

The working group was established and is comprised of members from the Los Angeles County Sheriff's Department (Department), the CAO, the Association for Los Angeles Deputy Sheriffs (ALADS), and Supervisor Molina's Office. The group's purpose is to explore every feasible idea that would enhance recruitment and retention efforts, as well as a thorough review of the process to address time lines, bottlenecks, and all salient issues affecting recruitment, hiring, and training.

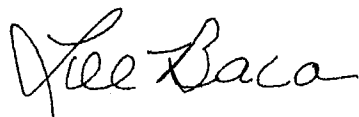
To date, the working group has met on three occasions; May 2, 16 and 31, 2006. The Department provided an overview of the following areas: recruitment campaign, deputy sheriff academy class statistics, recruitment of custody assistants and retention efforts of deputies and custody assistants. In addition, the Department introduced the Deputy Sheriff Recruitment Incentive Program for consideration, which involved a monetary educational incentive bonus and a new program targeting the lowering of training academy attrition rates.

*A Tradition of Service*

ALADS representatives introduced a number of concepts for consideration relating to the mitigation of recruitment and retention issues, with follow-up discussions to occur at subsequent meetings. It is anticipated that the next update to your Board will include specific recommendations to further enhance the Department's entire recruitment hiring and training programs. This update will be completed prior to budget deliberations.

If you have any questions or concerns, please contact me at (323) 526-5000 or Division Director Victor Rampulla at (323) 526-5357.

Sincerely,

A handwritten signature in cursive script that reads "Leroy D. Baca". The signature is written in dark ink and is positioned above the printed name and title.

LEROY D. BACA  
SHERIFF